



2022

COMMUNITY
INVESTMENT
REPORT



THE LEADERSHIP OF O'NEAL INDUSTRIES, INC. (ONI) RECOGNIZES THAT ITS PRIMARY RESPONSIBILITY IS TO OPERATE THE COMPANY PROFITABLY. PROFITS ARE NECESSARY TO MEET THE NEEDS OF CUSTOMERS, EMPLOYEES, AND SHAREHOLDERS. PROFITS ALSO ENABLE OUR FAMILY OF COMPANIES TO PROVIDE MUCH NEEDED SUPPORT TO THE COMMUNITIES IN WHICH WE WORK. ARTS AND CULTURE, CIVIC ACTIVITY, EDUCATION, HEALTH, AND THE OVERALL WELFARE OF SOCIETIES ARE VITAL IN CREATING A HIGHLY DESIRABLE QUALITY OF LIFE, WHICH IN TURN MAKES THOSE COMMUNITIES EVEN BETTER PLACES TO LIVE AND DO BUSINESS.

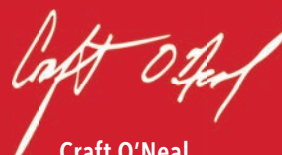
THERE IS A DIRECT RELATIONSHIP BETWEEN THE SUCCESS OF OUR BUSINESS AND THE COMMUNITY IN WHICH WE OPERATE. WE ARE COMMITTED TO CONTINUOUSLY STRENGTHENING OUR SOCIETY THROUGH CORPORATE SUPPORT OF THE ORGANIZATIONS AND INSTITUTIONS THAT STRIVE TO BETTER THE QUALITY OF LIFE IN OUR COMMUNITIES.

I am pleased to present the O'Neal Industries Community Investment Report for 2022. My grandfather, Kirkman O'Neal, founded our Company on the belief that it was our responsibility to help improve the quality of life in the local communities in which we operate; in fact, it remains one of our core values today. We build on that foundation laid by our Founder by investing in non-profit organizations that support the many causes which will benefit these communities. Last year we transitioned back to pre-pandemic living, and we began to participate in person during company-sponsored projects.

We realize many employees volunteer their time and give financial support to various causes. Because the need is great and we can't support every request, we've set specific criteria for organizations to receive funding. For questions about this, please see the O'Neal Industries website - www.onealind.com/community-investment/.

O'Neal Industries established the **O'NEAL EMPLOYEE DISASTER RELIEF FUND** in 2012, which is supported by monetary gifts from O'Neal Industries companies and our employees. The goal of the Fund is to provide short-term financial assistance to employees of all O'Neal Industries companies who have been affected by fires, natural disasters, or other catastrophic events. When financial hardships arise, the Fund helps ONI affiliate employees, as well as provides a way for co-workers to help one another. Please see information on how to request assistance or contribute to the fund on page 19 of this report.

We are sharing this information to encourage you to look for opportunities to give of your time, talent, and resources to community partners who are doing good work in your local area, and to thank those of you who already support numerous organizations, both through volunteerism and philanthropy.



Craft O'Neal
Chairman & CEO
O'Neal Industries



GIVING SUMMARY 2022

WE HAVE ORGANIZED THIS REPORT TO REFLECT EACH AREA OF IMPACT. THIS REPORT LISTS THE PRIMARY ORGANIZATIONS THAT WE SUPPORTED IN 2022, AND EACH SECTION HIGHLIGHTS A FEW EXAMPLES.

6 / 7 • Arts & Culture • Museums; libraries; historical, botanical, zoological, and art societies; cultural centers; performing arts organizations for music, theater, opera, and dance; and public radio and television.

6 / 7 • Civic • Community-based organization, club, committee, association, corporation, or any other group of persons acting in concert to further local economic development purposes; involved in the improvement of housing, urban renewal, and other similar activities.

6 / 7 • Conservation • Organizations that protect, analyze, or monitor the environment against misuse or degradation.

8 / 9 • Education • Groups that operate exclusively to further educational opportunities; build education equity. Aid schools with limited resources and achievement/social gaps in students. Includes public and private educational institutions, scholarships, and fellowships.

10 / 11 • Health • Health-focused groups (physical/mental/diseases/clinical programs/disabilities/addiction) that provide services for, advocate for, and represent the local communities they serve. Includes hospital foundations and research.

12 / 13 • Social Equity • Organizations that promote equal economic, political, social rights, and character-building; help create the conditions/opportunities for the success of all people; and eradicate chronic injustice against a minority group of citizens.

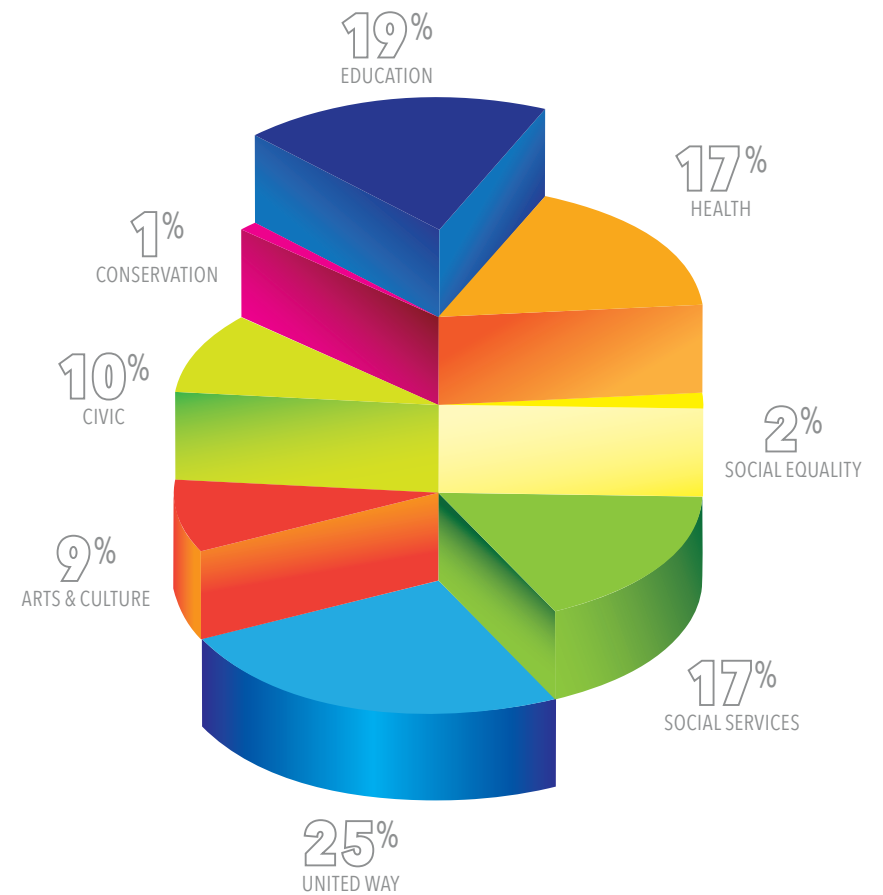
14 / 15 • Social Services • Organizations designed to promote the basic physical and material well-being of people (basic needs such as food and shelter).

16 / 17 • United Way • To improve lives by mobilizing the caring power of communities around the world.

18 / 19 • O'Neal Employee Disaster Relief Fund • Established and supported by monetary gifts from O'Neal Industries companies and our employees.



O'NEAL INDUSTRIES 2022 GIVING BY IMPACT AREAS



ARTS, CULTURE, CIVIC, AND CONSERVATION



Birmingham Botanical Gardens has been an uplifting force in the Birmingham community for 60 years. This urban oasis continues to serve as a refuge for community members; a safe and beautiful space to connect with nature and one another when we need these connections most. Each year, the Gardens welcomes more than 330,000 visitors from across the region and around the world, providing a vibrant source of plant, gardening, wellness, and environmental education.

Freshwater Land Trust conserves, connects, and cares for land and water in Central Alabama, creating dynamic green spaces for future generations. They are proud to partner with governments, corporations, landowners, and community groups to protect our natural environment and to increase public outdoor recreational opportunities.

Railroad Park Foundation created a 19 acre green space in downtown Birmingham that celebrates the industrial and artistic heritage of the city of Birmingham. Railroad Park provides a historically rich venue for local recreation, family activities, concerts, and cultural events while connecting Birmingham's downtown area with Southside and UAB's campus. The Railroad Park Foundation is the nonprofit organization that runs Railroad Park.



ALABAMA BALLET
ALABAMA MOVING IMAGE ASSOCIATION | SIDEWALK CINEMA & FILM CENTER
ALABAMA SYMPHONIC ASSOCIATION
BIRMINGHAM LANDMARKS - LYRIC
BIRMINGHAM MUSEUM OF ART
BIRMINGHAM SUNRISE ROTARY FOUNDATION
BIRMINGHAM ZOO, INC.
BIRMINGHAM BOTANICAL GARDENS
FRESHWATER LAND TRUST
GATEWAYS IMPROVEMENT FUND
GORUN FOUNDATION, INC.
GREATER BIRMINGHAM HUMANE SOCIETY
HUMANE EDUCATIONAL SOCIETY OF CHATTANOOGA
JUNIOR WOMEN'S COMMITTEE OF 100
KIWANIS CLUB OF BIRMINGHAM
LEADERSHIP ALABAMA
LEADERSHIP BIRMINGHAM
MEDILIFE OF HOUSTON
RAILROAD PARK FOUNDATION
RED MOUNTAIN THEATRE COMPANY
REV BIRMINGHAM
ST. CHARLES WOMEN'S CLUB



EDUCATION



A+ Education Foundation works to create great schools for every child in Alabama. They strive to improve outcomes for Alabama students by working with elected and appointed officials to promote policies that improve public education. Their two programs, A+ College Ready and the Alabama Best Practices Center, build the capacity of teachers and school leaders. All of their work, from pre-K through high school, is focused on one goal: ensuring EVERY Alabama student graduates prepared for college, career, and life.

PreSchool Partners provides school readiness skills for under-resourced communities. The program takes a two-generation approach by providing a consistent, structured school year for the students and weekly classes for their parents. PreSchool Partners train parents to support their child's educational progress while also offering them opportunities to improve their parenting and life skills.

Chisholm Trail Elementary's teachers and staff are dedicated and ready to support students in becoming responsible and productive difference makers in their communities. They encourage students to have a growth mindset as they learn both academic and social-emotional skills. The school is under the Belton Educational Enrichment Foundation which is an independent, nonprofit corporation established by the Friends of Belton Independent School District.



A+ EDUCATION FOUNDATION
BANKS ACADEMY/EAST LAKE ACADEMY INC.
BETTER BASICS
BIRMINGHAM EDUCATION FOUNDATION
CHATFIELD COLLEGE
CHISHOLM TRAIL ELEMENTARY (WICHITA PUBLIC SCHOOLS)
CORNERSTONE SCHOOLS OF ALABAMA
EVANS SCHOLARS FOUNDATION
EXECUTIVE WOMEN INTERNATIONAL - BIRMINGHAM CHAPTER
HAYES K-8 SCHOOL
i3 ACADEMY
JEFFERSON STATE COMMUNITY COLLEGE
JONES VALLEY TEACHING FARM
JUNIOR ACHIEVEMENT OF ALABAMA
LINLY HEFLIN
LITERACY COUNCIL OF CENTRAL ALABAMA
MOUNTAIN BROOK LIBRARY FOUNDATION
OHIO STATE UNIVERSITY FOUNDATION
PRESCHOOL PARTNERS
SAMFORD UNIVERSITY: BROCK SCHOOL OF BUSINESS
STAIR
SCHOLARSHIP FOR KIDS
VESTAVIA HILLS CITY SCHOOLS FOUNDATION
WOODLAWN FOUNDATION, INC.



HEALTH



Bell Center for Early Intervention is dedicated to maximizing the potential of children from birth to three years of age who are at risk for developmental delay. The Bell Center provides quality early intervention services and is the only center-based program in Alabama. They promote growth in: gross and fine motor skills, language, cognition, self-help, and social skills. Children come from throughout central Alabama with a wide variety of special needs and diagnoses ranging from cerebral palsy and down syndrome to autism and rare genetic disorders.

The Alzheimer's Association Greater Indiana provides services in 73 Indiana counties. Indiana is home to 110,000 Hoosiers living with Alzheimer's disease and 216,000 unpaid Indiana caregivers. Their mission is to eliminate Alzheimer's disease through the advancement of research; to provide and enhance care and support for all affected; and to reduce the risk of dementia through the promotion of brain health. Their vision is a world without Alzheimer's and all other dementia.

Parkinson Association of Alabama seeks to improve the quality of life for patients, caregivers, and families affected by Parkinson's Disease. They believe to access in quality care for all Alabamians and provide awareness to make the best informed decisions with the latest advancements. They believe community connectedness through support and camaraderie equips those impacted by Parkinson's and their care partners with a network of resources and encouragement to ensure no one travels this journey alone.



ADDICTION PREVENTION COALITION | FREEDOM SOURCE
AIDB - ALABAMA INSTITUTE FOR DEAF AND BLIND
ALZHEIMER'S ASSOCIATION OF GREATER INDIANA
AMERICAN HEART ASSOCIATION
BELL CENTER FOR EARLY INTERVENTION
CANADIAN CANCER SOCIETY
CANCER FREE KIDS
CANVAS HEALTH
CHILDREN'S OF ALABAMA FOUNDATION
CRISIS CENTER OF BIRMINGHAM
JDRF ALABAMA CHAPTER
MIKE SLIVE FOUNDATION FOR PROSTATE CANCER RESEARCH
O'NEAL COMPREHENSIVE CANCER CENTER AT UAB
PARKINSON ASSOCIATION OF ALABAMA
RAYS OF HOPE BREAST CANCER WALK
SHRINERS HOSPITAL FOR CHILDREN
ST. JUDE CHILDREN'S RESEARCH HOSPITAL
TEAM ROWLAND
THE HOSPITAL FOR SICK CHILDREN
TURNING POINT FOUNDATION
UAB CENTER FOR NEURODEGENERATION AND EXPERIMENTAL THERAPEUTICS
VANISHING WHITE MATTER FOUNDATION
ZERO-THE END OF PROSTATE CANCER



SOCIAL EQUITY



Textron Aviation Special Olympics Airlift operates because of aircraft owners and operators who donate the use of their aircraft, fuel, and pilots to transport Special Olympic athletes and coaches to the Special Olympics USA Games. They are able to transport thousands of athletes and their coaches from across the country to this event. A Textron Aviation aircraft takes off or lands every two minutes as a part of this effort.

Boys & Girls Club of Oshkosh strives to be a generation-changing leading provider of programs emphasizing youth development services and family outreach support to meet the needs of young people ages 6 to 18 years old. Their mission is to improve the lives of children and their families.

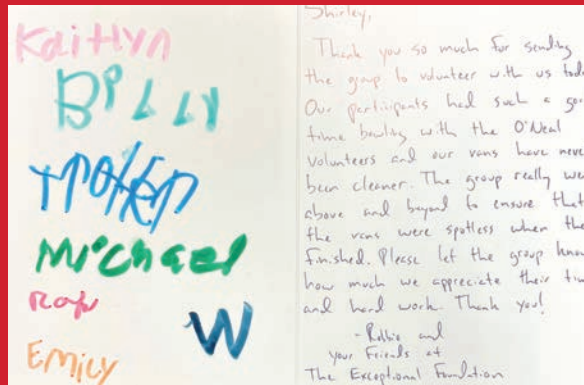
Salvation Army Angel Tree Program relies on social service agencies and schools to refer families to The Salvation Army for help with Christmas presents. They obtain the name of each child under 12 in the family and a list of desired Christmas gifts. Angel tags are printed for each individual and placed on Salvation Army Angel Trees in local companies and organizations. Donors select Angels, purchase gifts, and return them to the Angel Tree by the given deadline on each tag. The gifts are then taken to a Salvation Army Christmas Distribution Center for pickup by the Angel families.



A.G. GASTON BOYS & GIRLS CLUB
BIG BROTHERS BIG SISTERS OF BUTLER COUNTY
BOY SCOUTS OF AMERICA - SUMMIT BECHTEL RESERVE
BOY SCOUTS OF AMERICA GREATER ALABAMA COUNCIL
BOYS & GIRLS CLUB OF OSHKOSH
CJFS-COLLAT JEWISH FAMILY SERVICES
GIRLS, INC. OF SHELBYVILLE
NCCJ NATIONAL CONFERENCE FOR COMMUNITY AND JUSTICE
MIAMI RESCUE MISSION
SALVATION ARMY, ANGEL TREE PROGRAM
ST. VINCENT DE PAUL, TON OF TOYS
TEXTRON AVIATION SPECIAL OLYMPICS AIRLIFT
THE SUGAR PLUM SHOP, CHILDREN'S OF ALABAMA
UNION MISSION RESCUE
WOODLAWN FOUNDATION, INC.



SOCIAL SERVICES



Kansas Food Bank is a nonprofit whose mission is to provide comprehensive and compassionate hunger care whenever and wherever needed to safeguard the health, well-being, and productivity of food-insecure Kansas families and their children, senior citizens, the homeless, and the chronically ill. They are a member of Feeding America that distributes over 17 million pounds of food each year. Each year 215,000 people rely on their network to provide them meals.

Exceptional Foundation, founded in 1993, serves individuals with special needs in the Greater Birmingham area by targeting social and recreational objectives not met by educational institutions or the community at large. The Exceptional Foundation currently serves over 700 individuals with special needs annually and provides year round social and recreational services for individuals from ages 5 to 81.

Mustard Seed Ranch is a community-supported, interdenominational Christian ministry designed to take children out of unsafe environments and into loving, nurturing homes. Out of the social, emotional, intellectual, and spiritual support each child receives, seeds of hope begin to take root. In time, each child becomes empowered to overcome limiting cycles of behavior and replace them with an understanding of God's abundant purpose for their life.



AMERICAN RED CROSS
 BUTTERFLY BRIDGE CHILDREN'S ADVOCACY CENTER INC.
 CENTER FOR HOPE
 CHATTANOOGA AREA FOOD BANK
 CHILDREN'S AID SOCIETY
 CHILDREN'S HARBOR
 COMMUNITY FOOD BANK OF ALABAMA
 COMMUNITY FOOD BANK OF EASTERN OKLAHOMA INC.
 EXCEPTIONAL FOUNDATION
 FEEDING SOUTH DAKOTA
 FIREHOUSE MINISTRIES
 FOOD BANK OF NORTHEAST GEORGIA
 FOOD PANTRY AT CHURCH OF THE HIGHLANDS
 GOOD SAMARITAN SHELTER
 HABITAT FOR HUMANITY GREATER INDY
 HABITAT FOR HUMANITY OF CHESTER COUNTY
 JIMMIE HALE MISSION
 JUNIOR LEAGUE OF BIRMINGHAM
 KANSAS FOOD BANK
 KID ONE
 LOVELADY FOUNDATION
 MADDIE'S FOOTPRINTS
 MAGIC MOMENTS
 MANNA MEAL INC.
 MANNA MINISTRIES
 MARCH OF DIMES
 MARY'S SHELTER
 MIAMI RESCUE MISSION
 MUSTARD SEED RANCH
 NURTURING GOLDEN HEARTS
 PARK CITY PRIDE FOOD PANTRY
 PORTAGE TOWNSHIP FOOD BANK
 PRADER-WILLI SYNDROME ASSOCIATION OF WI
 QUARTERBACKING CHILDREN'S HEALTH FOUNDATION
 RED BARN FOUNDATION
 RED MOUNTAIN GRACE
 SALMON FOR SOLDIERS
 SALVATION ARMY
 SHARED HARVEST FOODBANK
 SHELBY SENIOR SERVICES
 SHEPHERDS FOLD, INC.
 SIGHT SAVERS AMERICA
 SMILE-A-MILE
 SPRINGFIELD RESCUE MISSION
 ST. CHARLES WOMEN'S CLUB
 STUDIO BY THE TRACKS
 TARRANT AREA FOOD BANK
 THE BRIDGE ACADEMY & COMMUNITY CENTER
 THE FUSE PROJECT
 UPPER CUMBERLAND HABITAT FOR HUMANITY
 VETERAN'S MEMORIAL
 VOLUNTEERS OF AMERICA - TEXAS
 WEST SUBURBAN COMMUNITY PANTRY
 WICHITA CHILDREN'S HOME
 YMCA OF BIRMINGHAM
 YMCA OF BLACK HAWK COUNTY
 YWCA OF CENTRAL ALABAMA

UNITED WAY



United Way's mission is to improve lives by mobilizing the caring power of communities around the world to advance the common good; fighting for the health, education, and financial stability of every person in every community.

United Way Hands On's mission is to connect people with organized and meaningful volunteer opportunities to help bring about positive social change. In 2022, more than 6,700 volunteers donated over 23,000 hours of hands-on service.

BUTLER COUNTY UNITED WAY
UNITED WAY OF CENTRAL ALABAMA
UNITED WAY HANDS ON



O'NEAL EMPLOYEE
DISASTER RELIEF FUND



O'Neal Industries established the **O'Neal Employee Disaster Relief Fund** in 2012, which is supported by monetary gifts from O'Neal Industries companies and our employees. The goal of the Fund is to provide short-term financial assistance to employees of all O'Neal Industries companies who have been affected by fires, natural disasters, or other catastrophic events. When financial hardships arise, the Fund helps ONI affiliate employees, as well as provides a way for co-workers to help one another. Employees who have been impacted will be contacted by the HR Partners at their companies to ensure that they know about this fund and how to make requests.

Qualifications for Assistance

To request assistance, an applicant should contact his or her company's Employee Disaster Relief Fund Committee Member to receive an application form. Here are company representatives.

Damon Prince	G&L Tube
Mary Latronica	Leeco Steel
Shirley Fagan	O'Neal Industries
Amy Gartman	O'Neal Manufacturing Services
Jay Morrow	O'Neal Steel
Dean McKay	Skilcraft
Christine Thatcher	TW Metals
Jeff Liesch (Chairperson)	United Performance Metals



The need for assistance must stem directly from:

- A natural disaster, such as a devastating flood, ice storm, hurricane, tornado, or fire
- A short-term personal emergency like a house/apartment fire or flood resulting in a loss of basic needs such as food, clothing, or shelter
- A catastrophic event such as the death of an employee or family member or sudden illness or injury that causes an unforeseen financial circumstance

Awards of assistance will be made based on financial need and the severity and impact of the disaster on the named applicant and his or her family. Employees must have a minimum of 90 days of service with the company in order to be eligible for assistance. Supporting documentation and signatures will be required.

Donations

This fund is a 501(c)3 organization, and it is supported by monetary gifts from the company and our employees. A critical component of the fund is to be assured that there will always be money available whenever disaster strikes. Employees may make a one-time donation, or we are allowing **employee payroll deduction** - you may contact Human Resources Partner to sign up for payroll deductions to make contributions each pay period. You may not designate a specific party to be the recipient of the funds that you donate - all distribution decisions are made by the employee committee.

If you would like to donate to the fund, you may make checks payable to "O'Neal Employee Disaster Relief Fund" and send them to your company representative, or directly to the Fund Treasurer:

O'Neal Employee Disaster Relief Fund
Attention: Accounting
2311 Highland Avenue South, Suite 200
Birmingham, AL 35205

We hope that this fund will provide assistance when our employees need it most.



Alabama Ballet

A.G. Gaston Boys & Girls Club

A+ Education Foundation

Addiction Prevention Coalition | Freedom Source

AIDB – Alabama Institute for Deaf and Blind

Alabama Moving Image Association |
Sidewalk Cinema & Film Center

Alabama Symphonic Association

Alzheimer's Association of Greater Indiana

American Heart Association

American Red Cross

Banks Academy/East Lake Academy Inc.

Bell Center for Early Intervention

Better Basics

Big Brothers Big Sisters of Butler County

Birmingham Botanical Gardens

Birmingham Education Foundation

Birmingham Landmarks - Lyric

Birmingham Museum Of Art

Birmingham Sunrise Rotary Foundation

Birmingham Zoo, Inc.

Boy Scouts of America -
Summit Bechtel Reserve

Boy Scouts of America Greater Alabama Council

Boys & Girls Club of Oshkosh

Butler County United Way

Butterfly Bridge Children's Advocacy Center Inc.

Canadian Cancer Society

Cancer Free Kids

Canvas Health

Center for Hope

Chatfield College

Chattanooga Area Food Bank

Children's Aid Society

Children's Harbor

Children's of Alabama Foundation

Chisholm Trail Elementary (Wichita Public Schools)

CJFS – Collat Jewish Family Services

Community Food Bank of Alabama

Community Food Bank of Eastern Oklahoma Inc

Cornerstone Schools of Alabama

Crisis Center of Birmingham

Evans Scholars Foundation

Exceptional Foundation

Executive Women International -
Birmingham Chapter

Feeding South Dakota

Firehouse Ministries

Food Bank of Northeast Georgia

Food Pantry at Church of the Highlands

Freshwater Land Trust

Gateways Improvement Fund

Girls, Inc. of Shelbyville

Good Samaritan Shelter

GoRun Foundation, Inc.

Greater Birmingham Humane Society

Habitat for Humanity Greater Indy

Habitat for Humanity of Chester County

Hayes K-8 School

Humane Educational Society of Chattanooga

i3 Academy

JDRF Alabama Chapter

Jefferson State Community College

Jimmie Hale Mission

Jones Valley Teaching Farm

Junior Achievement of Alabama

Junior League of Birmingham

Junior Women's Committee of 100

Kansas Food Bank

Kid One

Kiwanis Club of Birmingham

Leadership Alabama

Leadership Birmingham



Linly Heflin

Literacy Council of Central Alabama

Lovelady Foundation

Maddie's Footprints

Magic Moments

Manna Meal Inc.

Manna Ministries

March of Dimes

Mary's Shelter

Medilife of Houston

Miami Rescue Mission

Miami Rescue Mission

Mike Slive Foundation for Prostate Cancer Research

Mountain Brook Library Foundation

Mustard Seed Ranch

NCCJ National Conference for Community and Justice

Nurturing Golden Hearts

Ohio State University Foundation

O'Neal Comprehensive Cancer Center at UAB

Park City Pride Food Pantry

Parkinson Association of Alabama

Portage Township Food Bank

Prader-Willi Syndrome Association Of WI

PreSchool Partners

Quarterbacking Children's Health Foundation

Railroad Park Foundation

Rays of Hope Breast Cancer Walk

Red Barn Foundation

Red Mountain Grace

Red Mountain Theatre Company

REV Birmingham

Salmon for Soldiers

Salvation Army

Salvation Army, Angel Tree program

Samford University: Brock School of Business

Scholarship for Kids

Shared Harvest Foodbank

Shelby Senior Services

Shepherds Fold, Inc.

Shriners Hospital for Children

Sight Savers America

Smile-A-Mile

Springfield Rescue Mission

St. Charles Women's Club

St. Jude Children's Research Hospital

St. Vincent de Paul, Ton of Toys

STAIR

Studio By the Tracks

Tarrant Area Food Bank

Team Rowland

Textron Aviation Special Olympics Airlift

The Bridge Academy & Community Center

The Fuse Project

The Hospital for Sick Children

The Sugar Plum Shop, Children's of Alabama

Turning Point Foundation

UAB Center for Neurodegeneration and
Experimental Therapeutics

Union Mission Rescue

United Way Hands On

United Way of Central Alabama

Upper Cumberland Habitat for Humanity

Vanishing White Matter Foundation

Vestavia Hills City Schools Foundation

Veteran's Memorial

Volunteers of America - Texas

West Suburban Community Pantry

Wichita Children's Home

Woodlawn Foundation, Inc.

YMCA of Birmingham

YMCA of Black Hawk County

YWCA of Central Alabama

Zero – The End of Prostate Cancer





